

Aletha Lehner

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TECHNICAL SKILLS

Talent

Recruitment • Employer Branding • Sourcing

Operations

HRIS (Workday/BambooHR) • Payroll Coordination • Benefits Administration

People Practices

Succession Planning • L&D • Employee Relations

Compliance

Employment Law • Workplace Investigations

PROFILE

Proven HR Manager experienced at scaling teams and processes across global, comfortable working cross-functionally.

EXPERIENCE

HR Business Partner — Legros Group (2017-01-08 - 2024-09-09)

- Implemented a performance review program which improved engagement scores by 13 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 13%.
- Led recruitment for 172 roles across EMEA/US, reducing time-to-hire by 16%.

Talent Acquisition Manager — Crist Group (2018-04-21 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 5%.
- Implemented a performance review program which improved engagement scores by 8 points.
- Led recruitment for 88 roles across EMEA/US, reducing time-to-hire by 23%.
- Managed complex employee relations issues and maintained compliance with local employment law.

Talent Acquisition Manager — Pollich - Gerlach (2024-08-06 - 2024-11-27)

- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Implemented a performance review program which improved engagement scores by 11 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Business Partner — Waters - Botsford (2018-03-15 - 2019-03-28)

- Rolled out benefits and L&D programs that increased retention in key teams by 8%.
- Implemented a performance review program which improved engagement scores by 19 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

PROJECTS

creptio - Immersive modular microservice <https://heartfelt-tune-up.net>

EDUCATION

MSc Human Resource Management, Oberbrunner, O'Connell and Boyer Institute (2022)

CERTIFICATIONS

- PHR